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Human resources management

Report of the Fifth Committee

Rapporteur: Mr. Fouad **Rajeh** (Saudi Arabia)

I. Introduction

1. At its 2nd plenary meeting, on 19 September 2003, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-eighth session the item entitled "Human resources management" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 32nd, 35th, 38th and 39th meetings, on 15, 19 and 25 March and 2 April 2004. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/58/SR.32, 35, 38 and 39).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Secretary-General on the composition of the Secretariat (A/58/666);

(b) Report of the Secretary-General on the list of staff of the United Nations Secretariat (A/C.5/58/L.13);

(c) Report of the Secretary-General on amendments to the Staff Rules (A/58/283);

(d) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on possible discrimination due to nationality, race, sex, religion and language in recruitment, promotion and placement (A/56/956) and the comments of the Joint Inspection Unit thereon (A/56/956/Add.1).

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II. Consideration of draft resolution A/C.5/58/L.64

4. At the 39th meeting, on 2 April, the Committee had before it a draft resolution entitled "Human resources management" (A/C.5/58/L.64), which was submitted by the Chairman on the basis of informal consultations coordinated by the representative of Ghana.

5. At the same meeting, before the adoption of the draft resolution, a statement was made by the representative of the Syrian Arab Republic. The representative of Ireland (on behalf of the States Members of the United Nations that are members of the European Union) corrected the French version of the draft resolution.

6. Also at the same meeting, the Committee adopted draft resolution A/C.5/58/L.64 without a vote (see para. 9).

7. After the adoption of the draft resolution, statements in explanation of position were made by the representatives of Ireland (on behalf of the States Members of the United Nations that are members of the European Union, as well as Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Serbia and Montenegro, Slovakia, Slovenia and the former Yugoslav Republic of Macedonia and the European Free Trade Association countries members of the European Economic Area, Iceland, Liechtenstein and Norway), Canada (also on behalf of Australia and New Zealand), Brazil (also on behalf of Argentina, Bolivia, Chile, Colombia, Costa Rica, the Dominican Republic, Ecuador, El Salvador, Guatemala, Mexico, Panama, Paraguay, Peru, Uruguay and Venezuela), Kenya, the United States of America, Tunisia, Pakistan, Qatar, the Bahamas, Jordan, the United Republic of Tanzania, Nepal, Nigeria, Venezuela, Egypt and the Syrian Arab Republic.

8. The Assistant Secretary-General for Human Resources Management also made a statement.

III. Recommendation of the Fifth Committee

9. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Human resources management

The General Assembly,

Reaffirming the Charter of the United Nations, in particular articles 101 and 97,

Reaffirming also the Staff Regulations and Rules of the United Nations,

Reaffirming further the prerogative of Member States to supplement or amend the Staff Regulations, in accordance with regulation 12.1,

Reaffirming that the Secretary-General, as the Chief Administrative Officer of the Organization, shall provide and enforce staff rules consistent with the broad principles of personnel policy for the staffing and administration of the Secretariat,

Reaffirming also that all provisional rules and/or amendments to the Staff Rules should be consistent with the intent and purposes of the Staff Regulations and should be reported to the General Assembly in accordance with regulation 12.3,

1. *Notes* the practice in the Organization of determining personal status for the purpose of entitlements as are set out in the Staff Regulations and Rules of the United Nations by reference to the law of nationality of the staff member concerned;

2. *Invites* the Secretary-General to reissue Secretary-General's bulletin ST/SGB/2004/4 after reviewing its contents, taking into account the views and concerns expressed by Member States thereon;[1]

3. *Notes* the absence of the terms referred to in paragraph 4 of the bulletin in the context of the existing Staff Regulations and Rules, and decides that the inclusion of those terms shall require the consideration of and necessary action by the General Assembly.

[1] See A/C.5/58/SR.32, 35, 38 and 39.